

Missouri Governor's Council on Disability

Vision and Strategic and Operational Plan 2010-12

Approved 9/24/2010

VISION

The Missouri Governor's Council on Disability will be recognized, statewide as the primary organization providing leadership to improve the lives of Missouri citizens with disabilities.

Goal I: Advise all state agencies and advocate for policies and practices that impact Missouri citizens with disabilities.**Strategy A: Develop relationships with elected officials.**

Activities	Measurement	Target End Date	Champion	Comments
1 Provide disability information and resources to their constituents as requested	#of contacts	ongoing	staff /council	
2 Coordinate annual legislative survey and send summarized report to elected officials and policy makers.	# receiving update	Sept.2010	staff	
3 Distribute a report of the survey outcomes to elected officials and department entities	# surveys received	Jan-11	Staff/Council	

Strategy B: Collaborate with state entities regarding disability issues.

Activities	Measurement	Target End Date	Champion	Comments
1 Update information on ADA coordinators/liasons.	information provided	ongoing	state liaisons and ED	
2 GCD's legislative update will be distributed as requested	#s provided	weekly during session	staff/council.	
3 Partner with state entities on grants that impact people with disabilities' lives	#of partnerships	ongoing	staff/council.	
4 State liaisons will continue to be invited to the quarterly meetings	# of contacts with state entities	ongoing	staff	

Goal II: Encourage system changes and public policies that eliminate barriers to people with disabilities.**Strategy A: Annually determine the Council's two to three top priorities for public policy and system change and promote a cohesive unified approach in addressing these priorities.**

Activities	Measurement	Target End Date	Champion
1 Complete an annual GCD "legislative survey" to determine priorities	surveys received	Sep-10	staff/council.
2 Conduct customer satisfaction survey on website	surveys received	As requested	staff
3 Document the types of "technical assistance" calls and highlight priorities	Inquiry log	Quarterly	staff

Strategy B: Continue to promote awareness on disability issues.

Activities	Measurement	Target End Date	Champion	Comments
1 Distribute the Inclusion Awards application to businesses, career centers, disability organizations, etc.	# of Inclusion Award nominations received	Ocotber- November 2010	staff/council	There has been a decrease # of nominations and the program committee has recommended to have one award with one honorable mention that consolidates all venues of inclusion.
2 Conduct presentations on disability topics to state entities and the public	# of people participating and information provided	As requested	staff	
3 Coordinate Poster and Journalism Contest		February	staff	Decrease of one staff and no funding ; program committee recommends suspension of the program for one year.

Goal III: Expand opportunities and independence for people with disabilities in all aspects of their lives.**Strategy A: Promote alliance and supports to increase equal access**

Activities	Measurement	Target End Date	Champion
1 Participate in coalition meetings in the area of employment , transportation and housing , etc.	# of meetings attended	ongoing	Ex. Director

Strategy B: Promote active citizenship for people with disabilities

Activities	Measurement	Target End Date	Champion
1 Provide the legislation education project	# participants	January May 2011	staff/council
2 Provide weekly "Legislative Update"	# distributed	January May 2011	staff/council
3 Attended meetings that promote active citizenship for all people with disabilities	# s attended	ongoing	staff/council
4 Collaborate with coalitions and other groups on disability related issues	#s of meetings attended	ongoing	staff/council

Strategy C: Continue to support the business network to increase employment opportunities for people with disabilities.

Activities	Measurement	Target End Date	Champion
1 Continue to support the commitment of employers to be proactive in hiring people with disabilities	# of new & retained members	Nov-10	Executive Director
2 Conduct educational seminars on disability employment issues	# of participants and organizations /businesses	ongoing	Executive Director
3 Support expansion of state affiliates of BLN	#of employers	ongoing	Executive Director
4 Provide technical assistance to employers and employees as requested	# of inquiries	ongoing	Executive Director

Strategy D: Support Youth Programming based on national initiatives

Activities	Measurement	Target End Date	Champion	
1 Exchange recruitment & other strategies with other States' YLF coordinators	# youth in program/ # "selected"	ongoing	staff	
2 Obtain collaboration and financial supports to sustain the MYLF	# of collaboration and funding sources	ongoing	staff	Obtain funds for MYLF to maintain its sustainability
3 Develop annual recruitment plan to increase number of attendees	Increase in attendees	ongoing	staff	
4 Incorporate national speakers	Number of speakers	ongoing	staff	
5 Increase disability mentoring activities for youth	#of activities	ongoing	staff	

Strategy E: Encourage people with disabilities to participate in leadership positions.

	Activities	Measurement	Target End Date	Champion
1	Annually coordinated the MYLF with collaborative partners	# of participants	ongoing	staff
2	Provide information about the "Partners in Policy Making" program	# enrolled	ongoing	staff
3	Actively obtain seats on boards, commissions and councils.	#s of boards, etc actively held by people with disabilities	ongoing	staff and council
4	Develop internships with state entities	#of internships ,actual employment	ongoing	Exec. Dir.
5	Actively develop opportunities to present at conferences	#s of presentations	ongoing	staff
6	Engage YLF alumni as leaders in their communities.	#s of presentations and follow up with alumni	ongoing	staff
7	Engage in outreach activities	#s of presentations , activites , etc.	ongoing	staff and council

Strategy F: Provide supports to disaster preparedness program for persons with disabilities.

	Activities	Measurement	Target End Date	Champion
1		program in place	ongoing	staff
2	Update emergency preparedness information on the website	#s of hits thru website or requests	ongoing	Staff
3	Actively participate in Missouri's ER preparedness task force	# of meetings attended	Quarterly	Staff and council

Strategy G: Provide resources and technical assistance to help persons with disabilities live more inclusive and independent lives.

	Activities	Measurement	Target End Date	Champion
1	Respond with accurate information and resources in a timely manner	# requests	ongoing	Staff
2	Distribute Service Animal pamphlet as requested electronically	#of requests	ongoing	staff
3	Conduct presentations related to disability topics	# provided	ongoing	Staff
4	Continue to print and distribute "Parking Tickets" as requested	# provided	ongoing	staff
5	Host exhibit booths at area conferences.	# of exhibits & visitors	ongoing	Staff and Council Members
6	Provide guest speakers on " hot topics " related to disability issues to council members and state liaisons .	# of presentations/ # different groups presenting	ongoing	Staff and Council Members
7	Update community resources on web portal	# of requests and usage of website		

Goal IV: Gather input from the public on disabilities related issues and report the results of this information.**Strategy A: Collect data on GCD activities to provide the Governor and state entities with a written report on key disability issues and solutions.**

	Activities	Measurement	Target End Date	Champion
1	Complete and distribute the annual report	# distributed	December 2010-11	staff
2	Complete the "Legislative Issues Report" - Determine key legislative issue for disability community.	legislative survey	October-November201-11	staff
3	Provide legislation updates on the final bills that were passed regarding disability issues.	bills that were sign in to law and have impact on PWD	1-Jun	staff

Strategy B: Document outcomes of the Council activities for inclusion in the annual report.

Activities	Measurement	Target End Date	Champion
1 Track all inquiries.	Inquiry Log	ongoing	staff
2 Solicit feedback via website's customer satisfaction survey and outreach to the community.	#s of hits and attendance of meetings	quarterly	staff
3 Measure impact of Missouri YLF.	Survey all participants	Fall and Spring 09-10	Staff
4 Measure impact of LEP.	Survey all participants	At end of each event	staff

Goal V: Develop, explore and implement strategies to increase resources for and the operating efficiency of the Council.**Strategy A: Secure funding to expand existing programs.**

Activities	Measurement	Target End Date	Champion	Comments
1 Continue funding partnership for MYLF activities	Fully funded program	Annually	Staff	
2 Advocate for MYLF to become a line item in the budget	General revenue appropriated	January 11-12	executive director /council	Due to budget restraints this is an unlikely scenario
3 State entities provide monetary supports for MYLF	Grant obtained	January 09-10	Exec. Dir.	Many state entities are experiencing budget restraints
4 Explore funds for P&J contest	Funds received from banks	ongoing	staff/council	See Comments in Goal 2 Strategy B
5 Develop comprehensive approach to securing funds to support council activities	obtained monetary funds	ongoing	staff/council	

Strategy B: Annually review the by-laws and strategic plan.

Activities	Measurement	Target End Date	Champion
1 Executive Committee and director annually review by-laws.	Meeting minutes	Fall 2011-12	executive director /council
2 Recommendations made to full Governors Council.	Meeting minutes	July 2008	GCD
3 Strategic plan document is updated every two years	Strategic Plan	Summer2012	executive director /council

Strategy C: Council quarterly meetings are productive and maximize the talents of the Council members.

Activities	Measurement	Target End Date	Champion
1 Provide orientation packets to new council members	Orientation packet & date	ongoing	staff
2 GCD meetings will stay abreast on current topics.	meetings minutes	ongoing	executive director/council
3 Council receives outcome-based staff reports regarding the strategic plan initiatives and activities one week prior to meetings.	Member reports	ongoing	Exec. Dir.
4 Meetings maximize Council members time & expertise.	council members Questionnaire	Ongoing	executive director /chair
5 All Council members receive copy of the Sunshine Act upon appointment	Orientation packet	Yearly/ Quarterly	staff

Strategy D: Promote the necessary personnel to achieve the activities of the Council.

Activities	Measurement	Target End Date	Champion
1 Review annual staffing levels and training to increase ability to achieve goals	Performance Review	Spring - Summer2011	executive director
2 Continue to collaborate or partner to maximize staffing resources.	#s of partnership or collaborations	ongoing	executive director /council
3 Annually review executive director performance.	Performance review	Spring - Summer 2011	Exec. Dir/Pers. Comm.